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AUTHOR Putnam, Kerin E.
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ABSTRACT

This report describes a study of gender and salary differentials for metropolitan Chicago special librarians at the administrative and professional levels. Statistics are reported for all respondents and for administrative positions only. A mail survey of 20% of the population in academic, corporate, and noncorporate special libraries was done. The results are: (1) there are fewer males than females at the administrative and professional levels; (2) females are paid 3.4% less than their male counterparts; (3) salary differentials for women do not follow the national or regional trends, but vary between 13.5% less and 9.5% more than men; (4) corporate special libraries pay women 6.6% more than men and women make up 83% of the population; and (5) noncorporate special libraries employ 64.7% women, but pay them 9.5% less than men. The salary and gender data presented in this study indicate that women employed in special libraries in Chicago are, overall, being given equal treatment in their profession with slight variances dependent upon the type of special library in which they work. Appended materials include definitions of terms, a copy of the survey questionnaire and cover letters, and five graphs displaying survey data. A 19-item bibliography is provided as well as 9 references. (Author/BBM)

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NORTHERN ILLINOIS UNIVERSITY
DEPARTMENT OF LIBRARY AND INFORMATION STUDIES

GENDER AND SALARY DIFFERENTIALS FOR ADMINISTRATIVE AND PROFESSIONAL STAFF IN METROPOLITAN CHICAGO SPECIAL LIBRARIES

by

Kerin E. Putnam
Master of Arts, Library and Information Studies

A Report Prepared Under the Direction of
Dr. Andrew Torok

DeKalb, Illinois
May, 1992

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INFORMATIVE ABSTRACT

This report describes a study of gender and salary differentials for metropolitan Chicago special librarians at the administrative and professional levels. Statistics are reported for all respondents and for administrative positions only. A mail survey of twenty percent of the population in academic, corporate, and noncorporate special libraries was done. The results are: 1) there are fewer males than females at the administrative and professional levels; 2) females are paid 3.4% less than their male counterparts; 3) salary differentials for women do not follow the national or regional trends, but vary between 13.5% less and 9.5% more than men; 4) corporate special libraries pay women 6.6% more than men and women make up 83% of the population; and 5) noncorporate special libraries employ 64.7% women, but paid them 9.5% less than men. The salary and gender data presented in this study indicates that women employed in special libraries in Chicago are, overall, being given equal treatment in their profession with slight variances dependent upon the type of special library in which they work. (x. ref., appendices) KEP

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INTRODUCTION

Statement of Problem

This project examines the salary differentials between men and women in metropolitan Chicago special libraries. Specifically, it examines the percentages of women and men in each of the three special library types for all respondents and how each type compensates each gender. Further, this project examines the administrative positions for each library type in regard to the same salary and gender issues examined for the whole population.

Research Questions Posed

How do the salary and gender differentials for metropolitan Chicago special libraries compare to:

1. the percentage for occupations overall?
2. the national percentage for all United States libraries overall?
3. the regional (Great Lakes and Plains) salary by position for all academic and public libraries?
4. the special library salary for libraries in Chicago metropolitan area?

Nature of the Problem

It is basic to state that women in the workforce are faced with significant pay inequity. For all occupations, 1991 statistics indicate that women are paid 30% less than their male counterparts with similar education and socioeconomic backgrounds.[1] In addition to earning less because of their gender, women are paid less if they have children, while the opposite occurs for their male counterparts. Women with children are paid 21% less than women without children while married men are paid 22.8% more than single men.[2]

At the vice president level or above, corporate females are paid 58% of what their male counterparts earn while females with five or more years of college earn

38% less than men with the same amount of education.[3] These statistics for occupations overall indicate the earning inequities for women compared to men. Within librarianship salary differentials, women also make less then men but, the percentage of difference is much lower. A significant amount of information is available on the salaries of librarians in the United States and Canada, but much of this research does not breakdown the statistics by gender and library type. The research that does provide such breakdowns indicates that women library directors (all library types) are paid 13% less than male directors nationally and 16% less in the Great Lakes and Plains region.[4] While 50% of the United States population are women, 80% of the library profession are women, but only 15% of the Association of Research Libraries (ARL) member institution's directorships, 25% of administrators in library education programs and 33% of major public library directorships are women.[5]

Lucinda Zoe's article discussed the issue of women being paid less because their work, "women's work", is considered as less valuable or important than the work of men. This argument is only one of many that has perpetuated pay inequities or has been used to validate less pay for jobs held mainly by women even though men employed in the same position earned higher salaries. This report, is not as concerned with <u>why</u> women with equal education, time in the position and similar job responsibilities earn less than men. Rather, this report addresses <u>what</u> the salary differential is for the special libraries as compared to the overall occupation and other types of libraries.

Significance of the Problem

This study is significant because no previous study of special libraries in metropolitan Chicago has been conducted for administrative and professional positions. This project will help all library administrators to examine the salary and hiring practices of their institution for hidden discriminatory practices. This project may also be utilized as a catalyst to examine and compare other metropolitan area special libraries for similar differentials.

LITERATURE REVIEW

According to Barbara Ellen Smith, "Despite the enormous change in women's paid labor force participation, women nationwide still earn only 64 cents to every dollar earned by men."[6] U.S. Department of Labor statistics show that full-time employed white women earned 60.8% of that earned by white men in 1939. Statistics show these percentages went to 56.6% in 1973 and 60.4% in 1980. This persistent inequality in earnings by gender has given rise to the phrases "equal pay for equal work" and "comparable worth". Disparities in salary for work-similar jobs also persists in jobs held mainly by women.[7] It is a general fact that women are paid less than men in the majority of occupations and 1991 statistics indicate women are paid 30% less.

Helen Josephine stated that women earn fifty-nine cents for every dollar earned by men.[8] While women earn the most in men-dominant professions such as law, engineering and medicine, women predominate in the lower-paid occupations, such as clerical. Further, regardless of their profession, women still earn less than their male colleagues in both male- and female-dominated occupations.

In Katharine Phenix's article "Women Predominate, Men Dominate: Disequilibrium in the Library Profession", all studies show women librarians achieved lower pay and fewer administrative positions than men librarians despite the fact that women are the majority in the library profession. Pay equity struggles have been documented in many libraries in the United State and Canada, yet "women continue to predominate in numbers while men dominate in power."[9]

Information published on the salaries of librarians is also abundant. The American Library Association (ALA), Public Library Association (PLA), and Special Library Association (SLA) all conduct salary surveys (annual, biennial or triennial) which provide a large amount of information for librarians and administrators on salaries in librarianship. The Bowker Annual's inclusion of a number of articles and

statistics on the subjects of placements, salaries, and gender is helpful in evaluating the state of gender and salary differentials in the library profession.

The 1991 SLA Biennial Salary Survey provided over 60 tables of data breakdowns in regard to salary. These included salary by gender, library type, geographical region, years of employment, education, title and library budget. The salary differential by gender for the United States shows that women earn $4,164 or 10% less than their male counterparts, but no breakdown of salary by gender and position was given.

The ALA Survey of Librarian Salaries for 1990 provided information by position, type of library, and region, but did not investigate any salary or gender differentials whatsoever.

The most significant research for this report was found in the 1983 and 1988 Bowker Annual's reprints of two articles both titled "Sex, Salaries and Library Support." These articles provided specific gender analysis of directors' salaries nationally, regionally, by population served, and by salary ranges for both Canada and the United States.[10] The 1988 article was the most comprehensive research found on gender and salary differentials for librarians as a whole and the only research on differentials for library directors.[11] This article was the catalyst for this research topic.

METHODOLOGY

The purpose of this project is to examine the salary and gender differentials specific to metropolitan Chicago special libraries at the administrative and professional levels and investigates how this population compares to trends not only in libraries as a whole, but also to national labor trends.

The questions to be addressed include: 1) are salaries paid to female administrative and professional staff in metropolitan Chicago special libraries equal to their male colleagues; 2) are an equal percentage of females as males employed in these positions; and 3) how do the gender and salary differentials vary by the special library type. It was assumed that Chicago was representative of other metropolitan areas in the United States.

Specifically, this study was to obtained salary, position, education and gender information directly from librarians in the stated population and analyze the data specifically in relation to what females versus males earn at the same level and the number of women holding administrative and professional positions.

The population surveyed was a representative sample from the metropolitan Chicago (see definition of terms) special libraries as listed in the Directory of Special Libraries and Information Centers, (DSLIC) 14th Edition, 1991. The special libraries have been categorized into three types: academic, corporate, and noncorporate (see definition of terms). Twenty-percent of each type were selected for a total of 20% overall. The total amount of metropolitan Chicago special libraries is 353. The totals by type are: 65 academic; 153 corporate; and 135 noncorporate. The amount surveyed was: 71 total; 13 academic; 31 corporate; and 27 noncorporate. The libraries chosen have no less than three (3) professionals employed as listed in the DSLIC.

The survey was validated by mailing eleven surveys to a select number of the survey population (3 academic, 4 corporate, and 4 noncorporate) with a letter

requesting the librarian's feedback on the questionnaire and if they believe their colleagues would be willing to participate in this research. Validation resulted in six responses (54.5%). Both the cover letter and the survey questionnaire were adjusted to reflect the feedback provided by the respondents and sent out.

The raw data received through this survey has been summarized by: 1) total number of respondents; 2) number of positions by gender and library type; and 3) salary statistics given by gender and library type. They are further summarized for both the total response population and for administrative postitions only. Differentials have been discussed for the whole special library population in addition to the category populations and have been compared to regional and national trends in salaries (differentials and overall) for specific library types and for overall occupations. Graphs are provided as appendices for easier visual analysis and to augment the tables and data discussion.

DATA, TABLES AND DISCUSSION (Table Discussion follows each Table.)

TABLE 1
SURVEY RETURN/NOT RETURNED DISTRIBUTION

Type	Completed	No Participation	Total Sent	Return Rate
Academic	3 (23%)	5	13	61.5%
Corporate	14 (45.2%)	6	31	64.5%
Non-Corporate	12 (44.4%)	5	27	63%
TOTALS	**29 (40.9%)**	**16 (22.5%)**	**71**	**63.4%**

Of the 71 surveys that were sent out, 45 were returned. This is an overall return rate of 63.4% as indicated in Table 1. Of the 45 returned, 29 were completed and 16 chose not to participate, thereby 40.9% of the initial 71 population survey were usable for this project.

There were 150 positions listed on the 29 completed surveys; 44 were held by males and 106 were held by females.

TABLE 2
BY GENDER AND LIBRARY TYPE --
ADMINISTRATIVE AND PROFESSIONAL POSITIONS REPORTED

Type	Male (%)	Female (%)	Total (%)
Academic	13 (52%)	12 (48%)	25 (16.6%)
Corporate	9 (20%)	36 (80%)	45 (30%)
Non-Corporate	22 (27.5%)	58 (72.5%)	80 (53.3%)
TOTALS	**44 (29.3%)**	**106 (70.7%)**	**150**

The academic special libraries population resulted in a gender differential of only 4% in favor of males. The corporate special libraries show a 60% gender differential in favor of females who occupied 80% of the positions reported. The non-corporate special libraries indicate a 45% gender differential with 72.5% of the

positions held by females. Overall, 70.7% of the total 150 positions are held by females, for a 41.4% differential from male-occupied positions.

TABLE 3
ALL ADMINISTRATIVE AND PROFESSIONAL POSITIONS
ALL SALARY LEVELS

Salary Range	Male (%)	Female (%)	Total (%)
Over $50,000	6 (28.6%)	15 (71.4%)	21 (14%)
$45,000-49,999	3 (30%)	7 (70%)	10 (6.6%)
$40,000-44,999	4 (33.3%)	8 (66.7%)	12 (8%)
$35,000-39,999	7 (30.4%)	16 (69.6%)	23 (15.3%)
$30,000-34,999	11 (44%)	14 (56%)	25 (16.6%)
$25,000-29,999	9 (23.1%)	30 (76.9%)	39 (26%)
Under $24,999	4 (20%)	16 (80%)	20 (13.3%)
TOTALS	**44 (29.3%)**	**106 (70.7%)**	**150**

For all administrative and professional positions, the majority of women's positions are in the $25,000-29,999 salary range. This was 28.3% of the total women. The majority of men's positions are in the $30,000-34,999 salary range and make up 25% of the total male positions. These percentages closely reflect the overall majority percentage of 39 positions in the same range as the majority held by women ($25,000-29,999) which is 26% of all positions.

TABLE 4
ALL ADMINISTRATIVE AND PROFESSIONAL POSITIONS
BY SUBSET SALARY LEVELS

Salary Range	Male (%)	Female (%)	Total (%)
Over $ 40,000	13 (30.3%)	30 (69.8%)	43 (28.7%)
$30,000-39,999	18 (37.5%)	30 (62.5%)	48 (32%)
Under $30,000	13 (22%)	46 (78%)	59 (39.3%)
TOTALS	**44 (29.3%)**	**106 (70.7%)**	**150**

For all administrative and professional positions, the higher percentage of women in the lower salary range is further indicated in the subset levels where 43.4% of women are paid under $30,000 while 40% of the men are paid in the mid-

range of $30,000-39,999. In the highest subset of over $40,000, only an 1% differential is shown with 28% of the women's positions and 29% of the men's positions. The largest differential is seen at the lowest level where men's positions are 29% versus the women's positions of 43.4%. This is a 14.4% differential. The majority of all positions fall in the under $30,000 subset range and is 39.3% of the total 150 positions.

TABLE 5
ACADEMIC SPECIAL LIBRARIES
ALL ADMINISTRATIVE AND PROFESSIONAL POSITIONS
ALL SALARY LEVELS

Salary Range	Male	Female	Total
Over $50,000	2	1	3
$45,000-49,999	0	1	1
$40,000-44,999	0	0	0
$35,000-39,999	2	1	3
$30,000-34,999	5	1	6
$25,000-29,999	3	4	7
Under $24,999	1	4	5
TOTALS	**13 (52%)**	**12 (48%)**	**25**

Table 5 is presented for comparison. Because only three questionnaires were returned and the percentages do not follow those found in the other types, the data cannot be presented as indicative of the overall academic population.

TABLE 6
CORPORATE SPECIAL LIBRARIES
ALL ADMINISTRATIVE AND PROFESSIONAL POSITIONS
ALL SALARY LEVELS

Salary Range	Male	Female	Total
Over $50,000	1	9	10
$45,000-49,999	1	1	2
$40,000-44,999	2	3	5
$35,000-39,999	1	4	5
$30,000-34,999	0	6	6
$25,000-29,999	3	6	9
Under $24,999	1	7	8
TOTALS	**9 (20%)**	**36 (80%)**	**45**

For all administrative and professional positions, the majority of women positions in corporate special libraries are paid over $50,000. This is 25% of the total women's positions. The second largest group of women are paid under $24,999. This is 19.4% of the total women. The majority of men are paid between $25,000 and $29,999. This is 33.3% of the men's positions. The second largest group, or 22.2% of the men, are paid $40,000-44,999.

TABLE 7
NONCORPORATE SPECIAL LIBRARIES
ALL ADMINISTRATIVE AND PROFESSIONAL POSITIONS
ALL SALARY LEVELS

Salary Range	Male	Female	Total
Over $50,000	3	5	8
$45,000-49,999	2	5	7
$40,000-44,999	2	5	7
$35,000-39,999	4	11	15
$30,000-34,999	6	7	13
$25,000-29,999	3	20	23
Under $24,999	2	5	7
TOTALS	**22 (27.5%)**	**58 (72.5%)**	**80**

For all administrative and professional positions, the majority of women positions in noncorporate special libraries are paid $25,000-29,999. This is 34.5% of the total women's positions. The second largest group of women are paid $35,000-

39,999. This is 19% of the total women. The majority of men are paid between $30,000 and $34,999. This is 27.3% of the men's positions. The second largest group of men, or 18.2%, are paid $35,000-39,999.

TABLE 8
ADMINISTRATIVE POSITIONS ONLY
ALL SALARY LEVELS

Salary Range	Male (%)	Female (%)	Total (%)
Over $50,000	6 (37.5%)	10 (62.5%)	16 (44.4%)
$45,000-49,999	0	4 (100%)	4 (11.1%)
$40,000-44,999	1 (33.3%)	2 (66.7%)	3 (8.3%)
$35,000-39,999	3 (50%)	3 (50%)	6 (16.7%)
$30,000-34,999	2 (50%)	2 (50%)	4 (11.1%)
$25,000-29,999	0	2	2 (5.5%)
Under $24,999	0	1	1 (2.7%)
TOTALS	**12 (33.3%)**	**24 (66.7%)**	**36 (24% OF ALL)**

For administrative positions only at all salary levels, the majority of women's positions are in the over $50,000 salary range. This is 41.7% of the total women. The majority of men's positions are also in the over $50,000 salary range and make up 50% of the total male positions. Overall, the majority of the 36 total administrative positions reported are in the over $50,000 range or 44.4%.

TABLE 9
ADMINISTRATIVE POSITIONS ONLY
BY SUBSET SALARY LEVELS

Salary Range	Male (%)	Female (%)	Total (%)
Over $40,000	7 (30.4%)	16 (69.6%)	23 (63.9)
$30,000-39,999	5 (50%)	5 (50%)	10 (27.8%)
Under $30,000	0	3 (100%)	3 (8.3%)
TOTALS	**12 (33.3%)**	**24 (66.7%)**	**36**

For administrative positions only, the percentage of women paid in the higher salary range is further indicated in the subset levels where 66.7% of the women and 58.3% of the men are paid over $40,000. The remaining male positions fall in the mid-range, while 20.8% of the females are paid in the mid-range and 12.5% are

paid under $30,000. The majority of administrative positions are paid over $40,000 at 63.9% of the total.

TABLE 10
ACADEMIC SPECIAL LIBRARIES
ONLY ADMINISTRATIVE POSITIONS
ALL SALARY LEVELS

Salary Range	Male	Female	Total
Over $50,000	2	1	3
$45,000-49,999	0	1	1
$40,000-44,999	0	0	0
$35,000-39,999	2	0	2
$30,000-34,999	0	1	1
$25,000-29,999	0	0	0
Under $24,999	0	0	0
TOTALS	**4**	**3**	**7**

Table 10 is presented for comparison. Because only three questionnaires were returned and the percentages do not follow those found in the other types, the data cannot be presented as indicative of the overall academic population.

TABLE 11
CORPORATE SPECIAL LIBRARIES
ONLY ADMINISTRATIVE POSITIONS*
ALL SALARY LEVELS

Salary Range	Male	Female	Total
Over $50,000	1	7	8
$45,000-49,999	0	1	1
$40,000-44,999	0	1	1
$35,000-39,999	1	0	1
$30,000-34,999	0	0	0
$25,000-29,999	0	0	0
Under $24,999	0	1	1
TOTALS	**2**	**10**	**12**

***Three reported no administrative positions.**

For administrative positions only, the majority of women positions in corporate special libraries are paid over $50,000. This is 70% of the total women's positions. There are only two positions, or 16.7% of the total corporate population reported, held by men. Over 83% of the positions are held by women.

TABLE 12
NONCORPORATE SPECIAL LIBRARIES
ONLY ADMINISTRATIVE POSITIONS*
ALL SALARY LEVELS

Salary Range	Male	Female	Total
Over $50,000	3	2	5
$45,000-49,999	0	2	2
$40,000-44,999	1	1	2
$35,000-39,999	0	3	3
$30,000-34,999	2	1	3
$25,000-29,999	0	2	2
Under $24,999	0	0	2
TOTALS	**6**	**11**	**17**

***Five reported no administrative positions.**

For administrative positions only, the majority of women positions in noncorporate special libraries are paid $35,000-39,999. This is 27.3% of the total women's positions. The majority of men in this population are paid over $50,000 and are 50% of the men's positions. Women make up 64.7% of the total positions in this population while men hold the remaining 35.3%.

SALARY AVERAGES AND DISCUSSION

The salary averages discussed in Tables 13 through 20 were determined by using the base salaries for each range, i.e., $45,000 for the $45,000-49,999 range, $25,000 for the $25,000-29,999 range. The only exception was for the range of "Under $24,999". This base was determined as $20,000 for statistical purposes. The differential percentage is female versus male and brackets "[ ]" are used to designate a deficit. A graph summarizing these tables is included as Appendix E. Graphs summarizing the differentials for the salary averages for all positions and for administrative positions only are included as Appendix F and Appendix G respectively.

TABLE 13
ALL ADMINISTRATIVE AND PROFESSIONAL POSITIONS
AVERAGE SALARY AND SUBSEQUENT DIFFERENTIAL

MALE	**$33,522**		
FEMALE	**$32,406**	**[$1,117]**	**[3.4%]**
ALL	**$32,733**	**[$ 327]**	

The differential for all administrative and professional positions is 3.4%. Women are paid $1,117 less than men or 3.4% less and $327 less than the overall average or 1% less. Men are paid $789 or 2.4% more than the overall average.

TABLE 14
ACADEMIC SPECIAL LIBRARIES
ALL ADMINISTRATIVE AND PROFESSIONAL POSITIONS
AVERAGE SALARY AND SUBSEQUENT DIFFERENTIAL

MALE	**$31,955**		
FEMALE	**$28,333**	**[$3,622]**	**[11.3%]**
ALL	**$30,200**	**[$1,867]**	

The academic population indicates the largest differential of 11.3% with women paid $3,622 less than men and $1,867 less than the academic population overall or 6.2% less. Women in the academic population are paid less than the total population by $4,400. This is a 13.5% differential. Men are paid $778 or 2.4% less than the total population.

TABLE 15
CORPORATE SPECIAL LIBRARIES
ALL ADMINISTRATIVE AND PROFESSIONAL POSITIONS
AVERAGE SALARY AND SUBSEQUENT DIFFERENTIAL

MALE	**$33,889**		
FEMALE	**$34,028**	**$ 139**	**.5%**
ALL	**$34,000**	**$ 28**	

The corporate population indicated the only positive differential where women are paid more than their male counterparts. With a .5% differential in their favor, women are paid $139 more than men and $28 more than the corporate population overall or less than .1% more. Women in the corporate population are also paid more than the total population by $1,295. This is a 3.9% differential. Men are paid $1,156 or 2.5% more than the total population.

TABLE 16
NONCORPORATE SPECIAL LIBRARIES
ALL ADMINISTRATIVE AND PROFESSIONAL POSITIONS
AVERAGE SALARY AND SUBSEQUENT DIFFERENTIAL

MALE	**$36,136**		
FEMALE	**$32,241**	**[$3,895]**	**[10.8%]**
ALL	**$33,313**	**[$1,072]**	

The noncorporate population shows a differential close to that of the

academic population with a 10.8% deficit where women are paid $3,395 less than men and $1,072 less than the noncorporate population overall or 3.3% less. Women in the noncorporate population are also paid slightly less than the total population by $492. This is a 1.6% differential. Men are paid $3,403 or 9.5% more than the total population.

TABLE 17
ONLY ADMINISTRATIVE POSITIONS
AVERAGE SALARY AND SUBSEQUENT DIFFERENTIAL

MALE	$42,083		
FEMALE	$41,500	[$ 583]	[1.4%]
ALL	$41,667	[$ 167]	

The differential for administrative positions only is 1.4% and slightly less than the 3.4% seen for all administrative and professional positions. Women are paid $583 less than men and $167 less than the overall average or 5%. Men are paid $416 more than the overall average or 1%.

TABLE 18
ACADEMIC SPECIAL LIBRARIES
ONLY ADMINISTRATIVE POSITIONS
AVERAGE SALARY AND SUBSEQUENT DIFFERENTIAL

MALE	$42,500		
FEMALE	$41,667	[$ 833]	[2%]
ALL	$42,143	[$ 476]	

The academic administrative population indicates a differential of 2% with women paid $833 less than men and $467 less than the academic administrative population overall or 1.1%. Women in the academic population are paid the same

average as the total population. Men are paid $833 or 2% more than the total population.

TABLE 19
CORPORATE SPECIAL LIBRARIES
ONLY ADMINISTRATIVE POSITIONS
AVERAGE SALARY AND SUBSEQUENT DIFFERENTIAL

MALE	$42,500		
FEMALE	$45,500	$3,000	6.6%
ALL	$45,000	$ 500	

The corporate administrative population indicates the highest positive differential where women are paid more than their male counterparts. With a 6.6% differential in their favor, women are paid $3,000 more than men and $500 more than the corporate administrative population overall or 1.1% more. Women in the corporate administrative population are also paid more than the total population by $3,833. This is an 8.5% differential. Men are paid $833 or 2% more than the total population. This is the same differential indicated in the academic population.

TABLE 20
NONCORPORATE SPECIAL LIBRARIES
ONLYADMINISTRATIVE POSITIONS
AVERAGE SALARY AND SUBSEQUENT DIFFERENTIAL

MALE	$41,667		
FEMALE	$37,727	[$3,940]	[9.5%]
ALL	$39,118	[$1,391]	

The noncorporate administrative population shows the largest negative differential in the administrative population at 9.5%. In this population, women are paid $3,940 less than men and $1,391 less than the noncorporate administrative population overall or 3.6% less. Women in this population are also paid less than the total population by $3,940. This is also a 9.5% differential. The male population has no differential from the total administrative population.

SUMMARY AND CONCLUSIONS

This project examined the salary differentials and administrative positions by gender in metropolitan Chicago special libraries. Data for women and men in each library types were determined and compared with national averages.

The special library administrator's average salary is $41,667 or 9.3% less than the North Central regional library directors' median salary of $45,900 and 8% less than the median salary of $45,264 for all library directors in the United States. However, a breakdown by gender showed that women fare significantly better than the national and regional statistics for other library types or women in the corporate world.

Nationally, female librarians are paid 13% less and corporate females at the vice president level or above are paid 58% less than their male counterparts. While this study indicated that women are still paid less than their male counterparts, differentials ranged between 1.4% and 11.1% for all positions (see Appendix F) and between 2% and 9.5% for administrative positions only (see Appendix G).

The salary differential for all positions show women are paid 3.4% less than men. Salary differentials for female versus males range from +6.6% to -11.4% (see Appendix E). Both the academic and noncorporate special library types showed a 11.1% differential from the average salary of $32,733 (see Appendix F) while corporate special libraries only show an 1.4% differential from the average. In fact, female corporate special librarians are paid 6.6% more than their male counterparts and are 83% of the corporate population reported. This indicates that the corporate segment of special librarianship is more equitable for women. The corporate population also employs the highest percentage of women at all levels.

While women make up 80% of the total library population, 70.7% of the study population is women with a 66.7% holding administrative positions versus the 41.9% reported for female library administrators nationally, 26.7% for the North

Central library region's directorships and 33% for female public library administrators.

Women administrators in noncorporate special libraries also hold the majority of positions with 64.7% of the noncorporate population reported, but this population does experience the highest salary differentials at 9.5% less than both the male and the total administrative population average.

The salary and gender data presented in this study indicates that women employed in special libraries in Chicago are, overall, being given equal treatment in their profession with slight variances dependent upon the type of special library in which they work. The corporate special library, as discussed above, is the best type for women; they are paid higher than average salaries at all levels and are employed at a higher rate and level than their academic and noncorporate counterparts.

In contrast to Katharine Phenix's findings discussed earlier, the metropolitan Chicago special libraries do not achieve significantly lower pay or fewer administrative positions. In fact, for this population, women predominate in both total numbers and in more administrative positions.

In addition to position, salary and gender, the questionnaire used for this survey required other related information. (See Appendix B). Further studies can be pursued to correlate gender and salary differentials with education, years of service, more specific library type, for-profit or not-for-profit status, etc. This study should be repeated in other metropolitan areas to see if similar findings exist.

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[3]Los Angeles Times Syndicate. "On guard!: If numbers don't lie, the ground war's just beginning between the sexes," Chicago Tribune. (21 April 1991, Sect. 6), 1.

[4]Kay F. Jones, "Sex, Salaries, and Library Support," in Bowker Annual. 33th ed. (New York: R.R. Bowker Co., 1988), 311.

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[6]Barbara E. Smith, "Job inequities persist for women," State Government News, vol. 30 (January 1987): 12.

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APPENDIX A

Definition of Terms

Academic Special Library: special library associated with a learning institution (university, college, seminary).

Administrative: director, assistant director -- main duties are administrative more than service or public oriented.

Corporate Special Library: special library associated with a business or corporation (includes hospitals and medical centers).

Metropolitan Chicago: the area within the 312 telephone area code or the Chicago city limits.

Noncorporate Special Library: special library not associated with learning institution or business (archives, information centers, churches/synagogues, associations).

Professional: department head, non-clerical person, has MLS and or subject area masters degree -- majority of work in nonadministrative.

Search Terms

Employed Women
Feminism
Special Libraries
Library Statistics
Pay Equity
Comparable Worth
Salaries
Salary Wage Differentials
Gender Differentials
Sex Discrimination
Library Personnel
Library Surveys

Journals Likely to Publish

Special Libraries
American Libraries
Bottom Line
ERIC

APPENDIX B

CONFIDENTIAL Questionnaire

Please complete the following questions with special attention to SALARY and GENDER. If you are unable to complete this survey, please route to necessary individual(s).

_____ My institution chooses not to participate in this research.

Type of Special Library (Check all appropriate areas)

_____Public _____Private _____Profit _____ Non Profit
_____Corporate _____Law _____Medical
_____ Academic (CHECK ONE: _____ 4-Year _____ 2-Year)
_____ Religious (OPTIONAL: Denomination_____)
OTHER: _____Archive _____Information Center

Administrative Positions: *Perform administrative duties primarily.*

	SALARY (See below*)	GENDER	EDUCATION (See below#)	TITLE / Years in Position
A1	_____	M F	_____	_____
A2	_____	M F	_____	_____
A3	_____	M F	_____	_____
A4	_____	M F	_____	_____
A5	_____	M F	_____	_____

Professional Positions: *Perform supervisory and service duties.*

	SALARY (See below*)	GENDER	EDUCATION (See below#)	TITLE / Years in Position
P1	_____	M F	_____	_____
P2	_____	M F	_____	_____
P3	_____	M F	_____	_____
P4	_____	M F	_____	_____
P5	_____	M F	_____	_____
P6	_____	M F	_____	_____
P7	_____	M F	_____	_____
P8	_____	M F	_____	_____
P9	_____	M F	_____	_____
P10	_____	M F	_____	_____

#EDUCATION CODES: (Note Code Number for each that apply.)

A = PhD or EdD B = MLS, MALS, or MSLS C = MLS and MA or MS
D = MA or MS in Subject Only E = BA or BS Only

***SALARY RANGES:** (Note Code Letter for each position listed above.)

1 = Under $24,999 2 = $25,000-29,999 3 = $30,000-34,999 4 = $35,000-39,999
5 = $40,000-44,999 6 = $45,000-49,999 7 = Over $50,000

Thank you for your assistance. Do you want a copy of the survey results?
YES _____ NO _____ If yes, please provide address:

APPENDIX C

Validation Cover Letter

Date

Address

Dear _____

I am a graduate student in the Department of Library and Information Studies at Northern Illinois University and have an interest in special libraries.

I have chosen your organization as a random group to validate the enclosed questionnaire and cover letter.

I would welcome your comments and criticisms to improve this research survey. I am especially interested to know if you believe your colleagues in other metropolitan Chicago special libraries would be willing to complete this survey.

Your feedback and participation is greatly appreciated.

A stamped, self-addressed envelope is enclosed for your convenience. If you have any questions do not hesitate to contact me at 815-753-9474 (work) or 815-895-6769 (home).

With kindest regards,

Kerin E. Putnam

APPENDIX D

Survey Cover Letter

Date

Address

Dear _____

I am a graduate student in the Department of Library and Information Studies at Northern Illinois University and have an interest in special libraries.

I have chosen your organization as part of a representative sample of metropolitan Chicago special libraries to which the enclosed questionnaire has been sent. Due to the highly confidential and sensitive nature of the information requested, only summary results will be reported. Individual responses will not be identified.

To fulfill graduation requirements, I am conducting a research project which investigates gender and salary differentials at the full-time administrative and professional staff levels in special libraries. The research goal is not to determine discrimination levels, but only to obtain the amount of men/women employed and the salaries provided in special librarians. Further, these percentages will be contrasted with: 1.) comparable percentages reported by the ALA and PLA, and 2.) overall percentages reported by the SLA.

Because your library is one of a scientifically selected sample, your response to all portions of this survey is essential to the success of my research.

Please complete the questionnaire and **return it by November 15th**, in the stamped, self-addressed envelope enclosed for your convenience. If you choose not to participate in this survey, please check the appropriate box on the questionnaire and return it to me.

If you have any questions do not hesitate to contact me at Northern Illinois University, Intercollegiate Athletics at 815-753-9474 or at my home in the evening at 815-895-6769.

Thank you for your participation in this research project; I greatly appreciate your assistance.

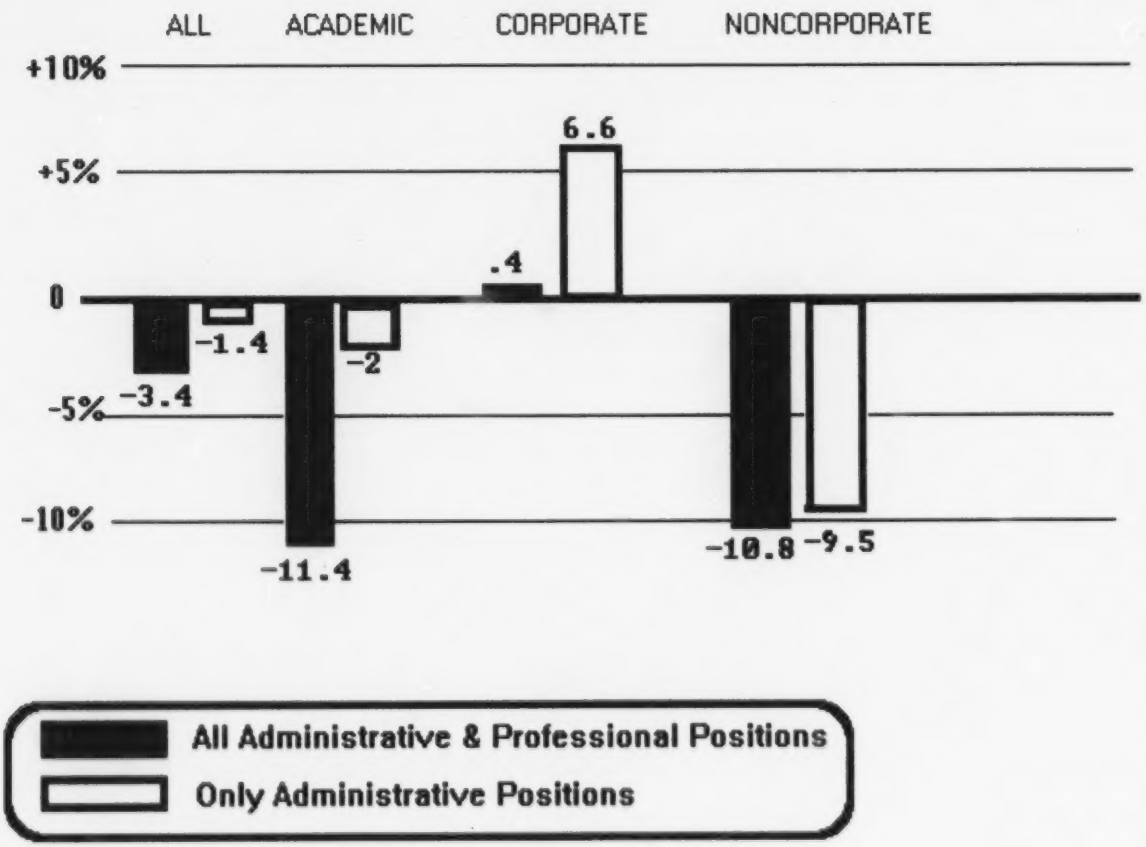
With kindest regards,

Kerin E. Putnam

APPENDIX E

Salary Differentials

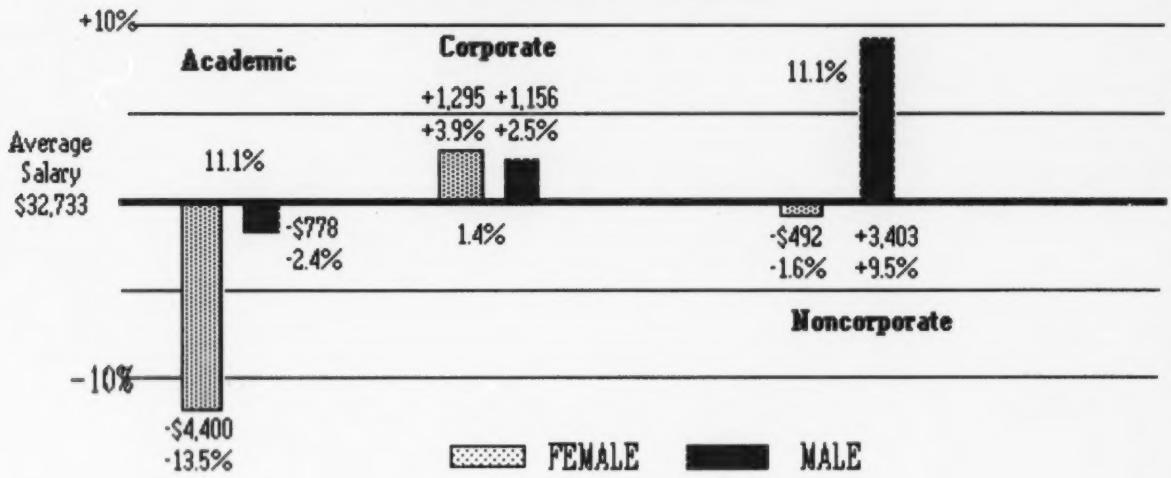
BY LIBRARY TYPE



APPENDIX F

All Reported Positions

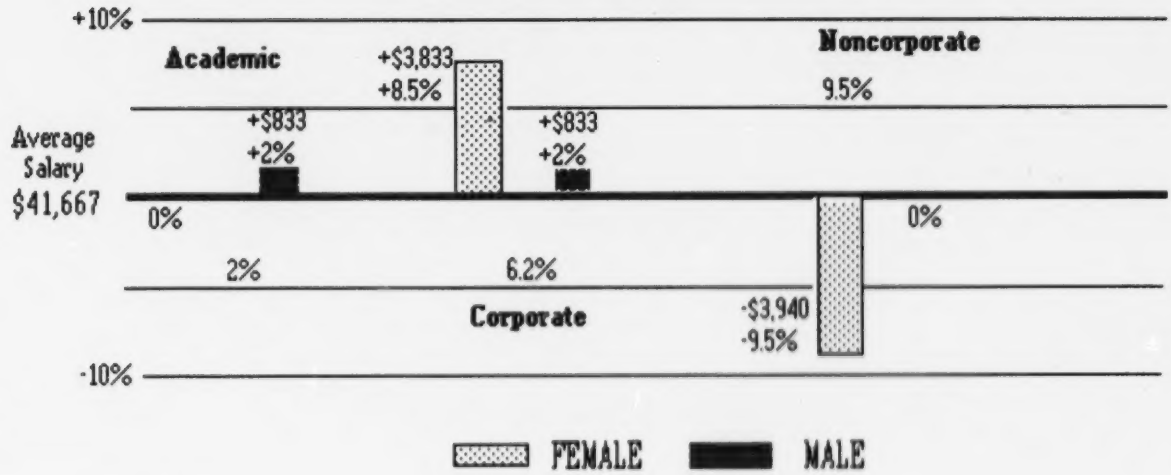
$ and % Differential from Average Salary and Female/Male Differential



APPENDIX G

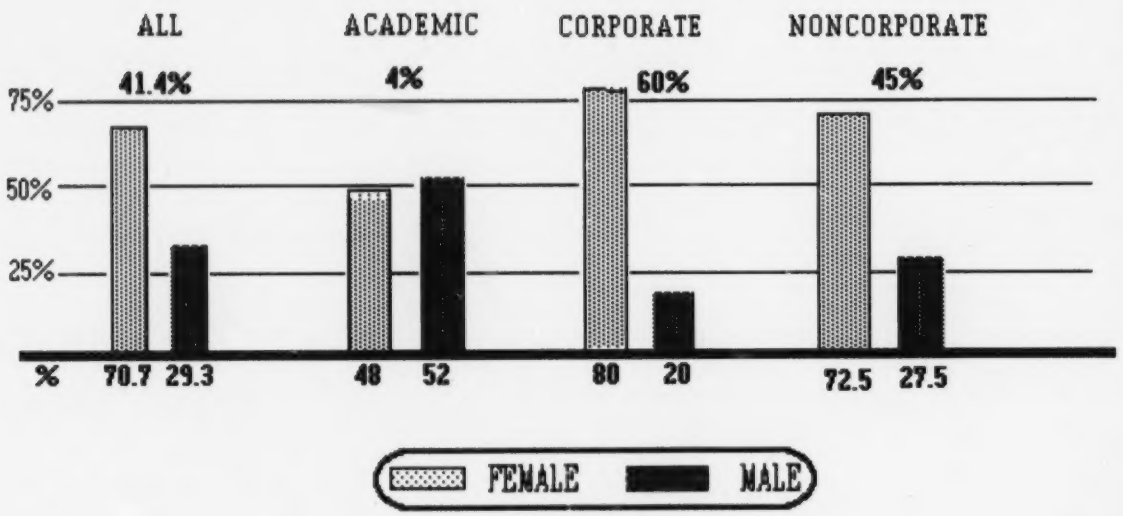
Administrative Positions Only

$ and % Differential from Average Salary and Female/Male Differential



APPENDIX H

All Reported Positions by Gender



APPENDIX I

Administrative Positions Only by Gender